

## Evaluating the effect of gender inequality on economic growth in countries with high human development index

Parvaneh Gelard<sup>1\*</sup>, Atefe Abdi<sup>2</sup>

<sup>1</sup>Assistant Professor, Faculty of Management, South Tehran branch, Islamic Azad University, Tehran, Iran; <sup>2</sup>MA in Public Administration, Faculty of Management, South Tehran branch, Islamic Azad University, Tehran, Iran

\*E-mail: P\_gelard@azad.ac.ir

### Abstract

Certainly, supporting and strengthen women's role in society results in improved health, higher levels of literacy and education, voluntary control population growth and hence improvement in economic growth and equitable distribution of benefits and wealth. To satisfy this end, there is urgent need to an important long-term process which requires some fundamental changes in cultural, social, political and economic beliefs. Also a different attitude is needed in which not only women's choices are not limited to stereotypical way, but considered as main factor for making differences. Given the above, this study sought to examine the effect of existing inequalities between men and women on economic growth in countries with high human development category (HDI) for the period 2002 to 2012. The results of the estimation model showed a negative relationship between inequality in life expectancy and disparities in wages with economic growth. In addition results showed a positive association between gender inequality and equality in education by economic growth rate. This means that reduction in gender inequality or in other words an increase in the equality of women and men in all areas related to the labor market, employment, education, and wages issues and full cultural equality in society will increase economic growth with high Human Development Index.

**Keywords:** gender inequality, economic growth, generalized method of moments

### Introduction

Since turn of century, the world has been faced socioeconomic phenomenon, as women's labor participation outside the home. This new phenomenon is the outcome of fundamental change in terms of social, economic and cultural development of human society and as it is affected, grow and evolve, it will influence infrastructure and processes and its impacts will be as an interconnected chain and obtain a social life. Industrial revolution caused women to actively participate in the labor force and since then wide and immediate absorption of women in the labor market capitalism was increased. Technological advances women's job opportunities available. Service sector growth, rate of urbanization, the increasing number of schools and education popularity, motivated women from farms and houses to new labor market. International experiences indicate that promotion of gender equality has been the development gains ground, so that it ensures living standards and human rights for all individuals. To achieve this, the structural reforms to increase women's participation in political and social life is essential. Certainly, supporting and strengthen women's role in society results in improved health, higher levels of literacy and education, voluntary control population growth and hence improvement in economic growth and equitable distribution of benefits and wealth. To satisfy this end, there is an urgent need to an important long-term process which requires some fundamental changes in cultural, social, political and economic beliefs. Also a different attitude is needed in which not only women's choices are not limited to stereotypical way, but considered as main factor for making differences. However, based

on the theories of growth and development, achieve higher economic growth, one of the main objectives of both permanent world, developed and developing. Countries in economic growth could increase social welfare, reduction of poverty and inequality reduction deal, but there is a problem here, is that for this to happen (welfare), economic growth goals, including gender equality, wage equality, educational equality ... at country level will be pursued, so that their original demands, which should be maintained as measure of welfare. Given that in the last century, the worldwide wave of statements, numerous conferences and meetings on human rights, dialogue of civilizations, the fight against terrorism, approaches based on social justice, the eradication of poverty, paying attention to human rights, and trying to restore his spiritual and human rights in recent decades has become so pervasive and inevitable. Therefore, the arisen question is that how gender inequality, inequality in wages, disparities in education levels among women than men and the inequalities in life expectancy between men and women impact on economic growth in countries with high human development (HDI) and this will explained in following sections.

### **Theoretical framework and literature review**

Factors affecting the economic growth are different according to environmental, cultural, social and economic conditions from one period to another period and from one country to another country. But, with this interpretation of human resources has been an important factor in courses and in different countries could affect economic growth. Gender inequalities have been emphasized in the theories of the first theorists such as Marx, Weber, Georg Simmel and others who have studied the issue of social inequalities. There are gender inequalities in employment and wages, because of all the potentials of human society (women and men) are not used, can have a negative impact on economic growth and education is one of the factors affecting economic growth. There are gender inequalities in employment and wages, because of all the potentials of human society (women and men) are not used, can have a negative impact on economic growth, one of the factors affecting economic growth, education. As in the recent literature on endogenous growth model, Romer and Lucas subsequent studies in the 1980s, labor force training and the application of it (training) in the community, is considered as the most important factors of economic growth. This means that each country that has a dynamic training system, advanced and widespread, the human and material resources themselves can be more efficient to achieve economic growth, the management and allocation. In literature, the development of recent years, the education of women and the lack of gender inequality in education as a factor to achieve economic growth and development have been mentioned. Amartya Sen, Nobel economics laureate in 1988, pointed out that the political economy of development, more importantly, sufficient understanding of political participation, women's economic and social leadership, there is nothing else and it's really an important aspect of development as freedom (Amartya Sen, 2002). Theories in gender inequality clear that gender inequality is due to structural factors that can be economic, political, and normative or all of them. The factors of production and reproduction of inequalities in school performance is affected. Gender inequalities have a negative effect on human growth and development and improve the quality of their human resources. Gender inequality, limits economic growth and poverty reduction thus makes it difficult. Therefore, considering the issue of gender inequality and its various aspects are of great importance for economists (Turner, 1998).

Randall Collins is in the tradition of thinkers believes that the use of physical force and material and symbolic resources are important. Chafetz, Janet Saltzman believes that the theories of preservation and reproduction of gender system communicate with each other. He knows two types of gender inequality maintain operating power: coercive and repressive forces and the forces of the activities are optional. Voluntary basis of gender inequality such as economic division of labor,

employment and distribution of elected positions as well as definitions of culture, creates a form of sex discrimination. This discrimination in working practices and also for the next generation, and thus socialization of gender differences between men and women at the micro level can be reproduced.

### **Theories on gender inequality**

#### ***Functionalist theory***

In functionalist sociologist's viewpoints, only the essential role of women in society is to meet men's sexual needs as well as children bearing and such roles should not be changed. The sexual division of labor in families, individuals and family satisfaction guarantee efficient and stable. This division of labor is for the benefit of both sexes and society. Robert Lynn in "political life" says that participation of women in politics or any kind of affiliation outside the home, meaning the theft of opportunities for family. In terms of Talcott Parsons women should follow the career of male pattern and in direct competition with men of their class outcomes because changes in employment opportunities and equality, it will disrupt the family structure. The role of women in family emotional (expression), which is having children and taking care of your wife and children and he plays the role of breadwinner (tool) out of the house leading to earn to make plays and believes the mixing of men and women seriously into the family. As well as any change in the roles of women, entails many risks and roles of women in economic and political matters, causing the current functions of society (Centre for Women's Participation, 2001, p. 11).

#### ***Rappaport theory***

Rappaport believes that the need for women - housewives - mother was felt only when separation between work and life place was occurred. As workers who were employed at the factory for hours, needed to separate areas of the plant to recovery. They paid for this place to open its own production, the capitalists, the use of labor, tended with minimal cost, thus generating a large open places were workers. Thus, the (social) units (private) family was given. Because the cost of doing this heavy work impossible and if the cost was borne by people with no need for capital (the government) to pay workers not to reproduce, thus trying to push women native instincts of the labor market and promoting and their wives, and women are encouraged to place the activities of social organizations, at home to rest and reproduction of working men work. This was claimed to promote life behind every successful woman is standing and if she did not, he did not progress in their business activities. Women behind the men and they were in the shade. Stayed away from public employment in family circumstances, to provide means of comfort and convenience for the "good men". The idea was so good that even women believe it was advertised. Successful women forced to withdraw from marriages and families and especially children have collected (Ezazi, 2001, p. 150).

#### **Model Theory of Radicals**

This model relates different structure of women and men to the capitalist system. In this model, economy is divided into two parts: primary and secondary. The primary sector, with the aim to maximize the efficient operating capacity, tries to recruit skilled and stable workforce. This sector (skilled and stable workforce) is less affected by economic fluctuations and economic fluctuations affect the secondary sector. In a dual market, women work in the secondary sector, hence vulnerable (Edwards, 1983).

#### ***The theory of the neoclassical model***

Neoclassical economists in the theory of rational behavior and to maximize utility, attempted to demonstrate why women enter the labor market are different. Their answers to that question as they are; they have no choice and stay at home. The question of how to choose between home and

work or enjoying leisure market, consideration and analysis of economists. They have concluded that women differ from men's labor supply (Killingsworth, 1986) the demand elasticity of demand for active leisure with men, because women have two alternatives for leisure (domestic and commercial), while men have a replacement. With the advancement of technology, household appliances, mainly from time saving has fallen housework and the work of its alternative market (World Bank, 1995). Some research suggests that reducing labor market has been limited, but it has been replaced by leisure. In other words, increasing women's participation has been at the expense of leisure and welfare (Kavan, 1983 and Hartmann, 1981).

In neoclassical theory, to explain the gender differences and the reasons for the restriction of employment opportunities and income of women, on variables such as family responsibilities, physical force, public education, technical training, hours of work, absence from work and shift work, which affect the productivity and labor supply has insisted. One of the basic assumptions of the classical economists is that the competitive conditions, wage workers are paid the value of the final product. Based on this assumption, it is said that the difference between men and women's income or because of women's lower productivity or the result of market failure. Other neoclassical economists assume new family is that family resources (time, money) to the family division and rational method and this makes the women less human and material resources at an early age and when they aged should stay at home for babysitting.

#### ***A new model of family economic theory***

Since neoclassical microeconomic theory is based on individual decisions, it has been criticized (Becker, 1981). Family economy by providing new insights utility theory replaces the utility's family, in other words, the family is to seek to maximize utility. In this view, all decisions are made in the context of the family. In this type of analysis, there is a correlation between consumption decisions and female labor supply decisions, it is the primary responsibility of women for domestic work and limited participation in the labor market discontinuous and there is a correlation. Here preferences, family by family representative [benevolent dictatorship welfare economics] is adopted. This view contrasts with the abstraction of the decision, the person and the family is together. Feminists believe that "benevolent dictator" as the dominant male in the family. They believe that by offering models bargaining family ties can overcome this problem. In this model, the division of labor based on comparative advantage are done. Because men are thus more revenue, lower income earners and women gain (due to having children and taking care of children are forced to leave work), so higher efficiency and productivity in household work less market work well. As a result, the domestic division of labor based on comparative advantage, women (especially married and with children) are looking to work part-time, flexible and employment leads. So women labor supply function is unstable than men (Brown, 1999).

#### ***External direct impact of gender inequality on education***

Less gender inequality, particularly in education, means more training for women at every level of education than those for men, if it is the case that women's education has an external positive effect on the quality of teaching, thus increasing the quality of education and reduce gender inequality in education as a result of increased economic growth. If we believe that educating women and their children will lead to increased quality and quantity, in other words, the same effect is external (through support and education for mothers of their children). Moreover, consistency in levels of education, positive external factors on the quality of education at the family level production. Therefore, reducing gender inequality is a way to increase the positive effects of external. Human capital by increasing labor productivity can directly affect economic growth, could also affect the growth of human capital, indirectly, the effect by increasing the rate of return on

physical capital, which in turn increases the rate of investment and that the effect on economic growth affect investment and increases growth.

### ***Impact of inequality complexity in employment***

As a result of educational inequality, reduction in employment opportunities for women are likely to reduce the average level of skills of the labor force that in the absence of gender inequality in employment that did not happen and this has caused a reduction in economic growth. In addition, the creation of artificial barriers to the employment of women in sectors of the economy, increasing labor costs and reduce the international competitiveness.

## **Literature review**

### ***Studies conducted in Iran***

Majma and OzlatiMoghadam (2012) in a study, evaluated impact of human development, gender and education in Islamic countries with emphasis on the Iran for the period 2007-1990. The results show that Iran's position on the human development index and gender among the 19 selected Islamic countries, is not recommended. Also, the relative increase in women's share of enrollment in higher education in Iran, this in comparison with Kuwait, Qatar, Albania, UAE, Saudi Arabia, Malaysia, and Lebanon is at a low level. The article also describes the current situation of Islamic countries and Iran, the respective indices, a model for the promotion of scientific development in relation to development is proposed.

Partovi, etal (2011) studied effect of gender inequality on economic growth in the period 1966-2996 used ordinary least squares. The results show that education has a positive and significant effect on economic growth and to reduce any level poses gender inequality in education and employment, economic growth increases. Therefore, by increasing the average years of schooling for women, economic growth increases.

Barzaee and Hatami (2010) assessed effects of gender equality on economic growth in developing countries (2000-2006), using a system of simultaneous equations and concluded that, gender equality, education and a significant positive impact on economic growth and impact directly through its impact on human capital accumulation and indirectly through regulation of population growth and development affect economic growth.

Fasaee and Kalhor (2007) dealt with gender gap and its low realization in Third Development Plan of Iran. The results showed that in the first development plan directly to the issue of women and the gender gap is not addressed. The third program coincided with the start addressing this problem is serious. In the third quarter but slightly wider as well as follow-up program and Article 111 refers to the issue of women and increase their participation. In general, it is observed that with the passage of time from the first to the fourth program planner's sensitivity to the problem of gender and women has increased.

Khalili in a study in 2007 to increase and improve the participation of women on the macro level did to the conclusion that the development should enable everyone to raise their abilities to the maximum extent possible. In the meantime, improve women's participation on the macro-level perceptions and beliefs of a society in its whole structure, positive effects. It seems to be complementary and egalitarian relations should be expanded, especially relations between genders, for which women and men the opportunity to get your energy for effective supply increase their abilities in the public sphere. Because if women in the fabric and applied to daily tasks, repetitive and continuous passive manner, they do not see any possibility of growth and the level of knowledge and insight they will strengthen.



### *Studies conducted in international level*

Oriana Bandiera and Ashwini Natraj (2013) in a study answered the question whether gender inequality is a barrier to economic growth and development? They concluded that there is an evidence that gender inequality has an impact on economic growth and development; however, the results do not mean that inequality on economic growth and development policies are ineffective, but also to achieve the more accurate the results need to be more detailed evidence and analysis.

Rashmi Umesh Arora (2012) in a study examined gender inequality, economic development and globalization for India deals over the period 2006-1998. The results show that while per capita income is lower than the level of national income, the lower the per capita income is associated with higher gender inequality have a negative impact on the economic development of India.

Berik et al (2009) studied the relationship between inequalities among groups and macroeconomic variables are examined. Because of the different ways they affect gender inequality and economic growth, this study focuses on equity in income as well as equity in opportunities. Gender inequality undermines the provision of capacity development, so this research is exploring how gender relations in education and the labor market has a negative impact on the macro-economic level.

Castello and Domenech (2006) in a study used panel data for the whole of the inequality of human capital (without segregation) won and its impact on life expectancy and then, on economic growth showed that the observed that inequality in human capital, and economic growth will reduce life expectancy. In this model, the life expectancy of people is one of the basic variables that a lot depends on the human capital of their parents. The results showed that a steady economic growth depends on the initial distribution of education, but economic growth is temporary, such as a poverty trap and children born in poor households, low life expectancy, and education workers without work. This study shows that the mechanism is an important part of the relationship between inequality, life expectancy and per capita income growth is human capital. Specifically, they analyzed the mechanism that inequality and economic growth, because of the difference in life expectancy between people's economic base - different social, connects to each other.

Anderson (2003) concluded that the existence of the pay gap and discrimination facing women in the labor market, labor force participation rates, both in the present and in the future and the next generation decreases. Low labor force participation rate for women seeking lost wages, wage discrimination that women make is to stay at home. Such wage discrimination can lead to low investment for girl's education than boys.

Seguino (2000) investigated the relationship between gender inequality and economic growth is concerned. The initial hypothesis, the test is whether gender inequality in the labor market and lower relative wages of women, leading to GDP growth through the development of the export sector? Empirical analysis suggests that GDP growth in the period 1975- 1995 is positively associated with gender inequality.

Klasen (1999), by using cross-country panel regressions have shown the extent to which gender disparities in education and employment may reduce growth and development. The dramatic effect of gender inequality on economic growth gained. Gender disparities in education due to lower average quality of labor (human capital) has a direct effect on economic growth, but because of investment and population growth indirectly impact on economic growth. He concludes that 4.0 to 9.0 percent of the differences in growth rates in East Asia, sub-Saharan Africa, South Asia and the Middle East can be explained by the widening gap of gender in public education. In addition, the analysis suggests that gender inequalities in education hinder fertility and mortality rates in children.

### Model of the study and research variables

In line with previous studies, this paper deals with relationship between gender inequality, inequality in wages than men, disparities in education levels among women than men and the inequalities in life expectancy between men and women on economic growth in a selection of countries by category human development and the proposed method of Arellano and Bond (1991) GMM two-stage model (GMM) for dynamic panel data presented in this study shows. The study sample consisted of about 14 countries with high human development index, including Argentina, Uruguay, Turkey, Mexico, Iran, Brazil, Kazakhstan, Venezuela, Malaysia, Lebanon, Azerbaijan, Colombia, Ecuador and Russia, according to the latest rankings United Nations Development Program in 2014 is for the period 2012-2002. Desired data from the World Development Indicators Database (WDI) and the United Nations Educational, Scientific and Cultural Organization (UNESCO) United has been collected. According to theoretical and empirical studies of the above, the model is presented as follows:

$$GDPgr_t = f(GDPgr_{t-1}, GI, LE, EDU, WI)$$

$$GDPgr_{i,t} = \beta_0 + \gamma_0 GDPgr_{i,t-1} + \gamma_1 GI_{i,t} + \gamma_2 LE_{i,t} + \gamma_3 EDU_{i,t} + \gamma_4 WI_{i,t} + \varepsilon_{it}$$

Where: GDPgr is GDP growth, GI: gender inequality, WI: wage inequality in women than in men, EDU: equality in the education of women and men, LE: inequality in life expectancy between men and women:  $\varepsilon_{it}$  is error term.

### Results and Discussion

#### Reliability of research

Integration test before a panel to determine long-term relationship between the main indicators study unit root test shall be done to avoid the problem of spurious regression for variables. Econometric literature and unit root indicates that, based on panel data unit root test of the unit root test series with more power and accuracy. In this study, two different unit root test is used to evaluate the variables, these tests include unit root test Levin, Lin et al. (Levine, Lin & Chu (LLC) and our test, Boys and Shin (Im, Pesaran and shin, 2003) in the name of IPS in the research. The IPS test it provides the possibility that there is heterogeneity among individual effects, for this reason, IPS test the unit root test known heterogeneous. The results of this test and evaluate the measured values of the probability of acceptance shows some of the variables are stable and some variables were steady with one difference-making.

**Table 1: Summary of panel unit root test results in countries with high human development index**

variables	IPS		LLC	
GDP	3.61864 (0.000)	I(1)	2.36014 (0.009)	I(0)
GI	-3.30187 (0.000)	I(1)	-2.41335 (0.007)	I(0)
LE	-1.69425 (0.045)	I(0)	-2.41343 (0.007)	I(0)
EDU	-2.70576 (0.003)	I(0)	-3.91675 (0.000)	I(0)
WI	-1.99912 (0.022)	I(0)	-1.74603 (0.04)	I(0)

### ***Panel Cointegration Test***

In the case of co-integration relationship between two variables, it is possible to estimate the efficiency of the pattern found in this case, despite the unsteady time series, the problem will not spurious regression and the estimated equation, balance equation has a long relationship term will be. In this study, Cao integration test to check for long-term relationship between the variables that the results are presented in the table below.

**Table 2: Results of testing for the integration Cao**

		t-Statistic	Prob
ADF		-3/9794	0/0000

Reference: research findings

As can be seen, according to long-run equilibrium relationship between the variables in Table 2 or integration model is accepted at 95% probability level.

### ***Model estimation and interpretation of results***

**Table 3: Results of the estimation method for model GMM**

The results of the estimation method for model GMM (Economic growth as the dependent variable)			
Variable	Model estimation by GMM		
	coefficients	Statistics	Probability
GDP(-1)	0.208997	1.926253	0.0571
GI	111.7086	4.057590	0.0001
LE	359.8713-	1.867743-	0.0649
EDU	389.3376	1.907284	0.0596
WI	18.75831-	1.448010-	0.1510
Sargan-Test:0.2769			
J-statistic:10.9812			
Instrument rank:14			

The results of the GMM model for countries with high human development index, indicated a negative relationship between inequality in life expectancy and disparities in wages than men with economic growth shows, as well as the results of relationship positive between gender inequality and equality in education is the rate of economic growth. The reduction in gender inequality or in other words an increase in the equality of women and men in all areas related to the labor market, employment, education, cultural issues and issues of wages and full equality in society, increase in economic growth with high Human Development Index. Less gender inequality, particularly in education, which means more training for women at every level of education as men, if it is the case that women's education has a positive effect on the quality of teaching is external, thus increasing the quality of education and reduce gender inequality in education As a result of increased economic growth. If we believe that educating women and their children will lead to an increase in quality and quantity, it can provide a greater access to training and retraining of women, their participation in the labor market increases. However, most theorists emphasized that only economic growth modifiers of the participation of women and change their position in relation to men, but also cultural, patriarchal family structure important factor in determining the position of women. Empirical studies show that economic growth in the modern sector is affected more than the national average. Also, according to Kuznets social inequality in the early stages of economic development increases, then stabilize and eventually decline. The positive relationship for countries with high



human development index, which most of these countries are in the early stages of development or middle, is not unexpected. The results show that by reducing the inequalities in life expectancy and reducing inequalities in women than in men and increasing the level of wage equality between the sexes in education or in other words, an increase in the equality of women and men in all areas related to the labor market, employment, education, cultural issues and issues of wages and full equality in society, the economic growth rate will be elevated although it is characterized with lower rate.

To determine the validity of the matrix Sargan test used and in this test, the null hypothesis indicates lack of correlation components as error terms. According to the results of this test can be used in two ways: Chi square table with our computational smaller degrees of freedom, rank instrumental variables minus the number of variables is estimated in the model, as well as P-value of this the test is greater than 0.05. Therefore, the null hypothesis was accepted and there is a disturbing correlation between instrumental variables and components.

### **Conclusion and suggestions for further research**

The lack of women's participation in economic activities can be considered a problem in the way of development of the country. Entrepreneurship necessity should be met by increasing and expanding employment opportunities based on cultural values of creativity in a positive manner. Research shows that over the past decade, especially since 2000 two major developments in the international economic and trade have been occurred including explosive growth of women entrepreneurs and the development of international trade. Increasing the level of women's education makes it possible to find professional employment. Now, women with a university education in Western countries are inclined in professions such as science, business and finance, management consulting, accounting and advertising trends. Also, specialized jobs in the field of women's health care were also considered, but the countries with medium human development index and low tendency to handicrafts, agricultural and artistic jobs. One of the misconceptions about women develops their businesses, businesses that are thought to be for female customers. Problems associated with the rule of patriarchal thinking, self-created barriers for women and higher education and inequality. Single-product economy, the country's dominant mode of production, centralization and state economy, massive losses during the war and reducing national production budget with a view to state capitalism, technocracy development and employment in governmental agencies, the lack of a coherent and comprehensive plan for women's employment, cultural problems, opposition employment of women and their lack of cooperation with working women, lower wages than men, women's lack of expertise, lack of willingness of employers to insurance coverage for women, the men of the dominant culture, the historical process of gender discrimination, ignoring the capabilities of women in managerial affairs, women's lack of cooperation with banks and credit institutions, society's attitude towards women in some of the activities, the economic justification for the lack of funding for women's labor force because of the possibility of marriage, childbirth, and leaving the work of the their laws and regulations to protect women creates a problem for employers, women's lower labor productivity due to family responsibilities, lack of confidence and self-esteem in women are the result of lack of proper upbringing, family, lack of women technical and vocational skills, inappropriate work environment in some of the activities in terms of ethical issues and the need to have more physical ability in some of the activities of false competition in some work environments, the high cost of day care centers and the lack of public organizations. The main barriers to self-employment is particularly suitable for women aware of their employment. Therefore, support for women entrepreneurs during pregnancy and childbirth is vital for identifying socio-cultural barriers and addressing them for enterprise women, creating areas for lending and

financing for women entrepreneurs and self-employment, government support and private institutions of employment of women and aiding for self-employment and an equitable distribution of the benefits of growth and economic development between men and women can be analyzed in economic growth.

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